

EXHIBIT A

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|---|--|--|--|---------------------------|
| CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form. | | Charge Presented To: <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 471-2021-00034 | | Agency(ies) Charge No(s): |
| OHIO CIVIL RIGHTS COMMISSION <i>State or local Agency, if any</i> | | | | and EEOC |
| Name (Indicate Mr., Ms., Mrs.) HENRY T HURLEY JR. | | Home Phone (419) 371-5150 | Year of Birth 1977 | |
| Street Address 726 SOUTH GLENWOOD AVENUE, LIMA, OH 45805 | | City, State and ZIP Code | | |
| Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.) | | | | |
| Name HUSKY ENERGY | | No. Employees, Members 501+ | Phone No. (419) 226-2600 | |
| Street Address 1150 SOUTH METCALF, LIMA, OH 45804 | | City, State and ZIP Code | | |
| Name | | No. Employees, Members | | Phone No. |
| Street Address | | City, State and ZIP Code | | |
| DISCRIMINATION BASED ON (Check appropriate box(es).) | | | DATE(S) DISCRIMINATION TOOK PLACE Earliest 09-01-2020 Latest 02-01-2021 | |
| <input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify) <input type="checkbox"/> CONTINUING ACTION | | | | |
| THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): I began working for the above name employer on or about January 9, 2009, as an Instrument Tech. I am currently working as an Analyzer Tech. On or about January 2020 thru January 2021, I was moved multiple times due to malfunctioning equipment and held to a different standard than my Caucasian peers. I have complained to Union and Management about the treatment. On or about February 2021, I was given write ups and my work started being scrutinized by my Supervisor. On or about April 9, 2021, I did not receive fair work as my Caucasian peers. I believe I was discriminated against due to my race, African American, and subjected to retaliation for participating in a protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended. | | | | |
| I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. | | NOTARY - When necessary for State and Local Agency Requirements | | |
| I declare under penalty of perjury that the above is true and correct. | | I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT | | |
| Digitally signed by Henry T Hurley Jr. on 07-08-2021 12:01 AM EDT | | SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <i>(month, day, year)</i> | | |